Teamsters Local

705 NEWS

Volume 2, Number 2 — July, 1995

Local 705 Election of Officers

The 1995 Election of Officers brought our Local out of Trusteeship with the largest turnout of voters ever! The new officers of 705 commit to continue the reform movement for which you overwhelmingly voted!

The official results are to the right. Winners are underlined.

Office	Candidate	Total Votes
Secretary-Treasurer	**Gerald Zero**	**2636**
	John Krok	1918
	Leroy Ellis	1122
	Michael Husar	1094
President	**John B. McCormick**	**2732**
	Carmen R. Levato	1955
	Benny Leonardo	1026
	Archie J. Cook	1020
Vice-President	**Edward J. Benesch**	**2654**
	Wally Mathis	2047
	David Lowery	1033
	Ronald G. Horton	1005
Recording Secretary	**Bennie Jackson**	**2650**
	Jack Slattery	1932
	Wayne Bik	1055
	Walter Kobylanski	1011
	Mark P. Mateja	86
Trustees	**Mike Thornton**	**2632**
	Greg Galles	**2631**
	Steven Matter	**2596**
	Larry E. Hart	2000
	Angelo Geraci	1961
	Thomas M. Swiatowiec	1937
	John Allen	1065
	Ted Mullins	1041
	John R. Hughes	1030
	Ralph Evenhouse	1027
	Mike Oldenburger	1026
	Nicholas D. Pounovich	1025
	Gary R. Russell	122
	Timothy L. Scott	92
Business Agents	**Bob Persak**	**2680**
	Steve Pocztowski	**2661**
	Lorelei Anderson	**2657**
	Sergio Oceguera	**2602**
	Michael A. Giovannetti	2001
	Carmen R. Grande	1983
	Michael J. Colgan	1960
	Robert J. Stout	1931
	James Spagnola	1068
	Paul DiGrazia, Jr.	1066
	Eugene Phillips	1057
	Michael J. Koga	1045
	David Holley	1040
	Neil Mesilno	1032
	Ralph G. Hinton	1003
	Herman G. Roberts	991
	Russel W. Wagner	145

Member Wins Benefit Back-Pay!

Sometimes it's not necessary to go all the way to Arbitration to get results. In a recent 705 victory, one H&W Motor Express driver got everything he asked for in a **pre**-hearing settlement.

When Gerald Pope was injured on the job in 1994, H&W Motor Express stopped making benefit payments on his behalf to the Local 705 Health and Welfare and Pension Funds. The employer insisted it did not have to make payments for Mr. Pope because he was a casual employee. The grievance deadlocked at the joint grievance panel, and the Union invoked arbitration of the grievance.

"I couldn't self-pay my pension," said Pope. "Even though I'm back at work now, and I'm covered by medical insurance again, I was concerned about how this break in payments would affect my ability to retire."

At the same time, the trustees of the Health and Welfare and Pension Funds voted that H&W was obligated to make the benefit payments. When former fund attorney Sherman Carmell was unable to collect the amount owed, the Union went after the company in arbitration. As the hearing date got nearer, the employer began to rethink its position, and H&W Motor Express started to make settlement offers.

The employer first balked at paying the full amount of pension and health and welfare contributions, but they eventually gave Pope everything he was asking. The company agreed to make the delinquent pension payments in full, and to reimburse Pope directly for all of his medical bills during the period he was not covered.

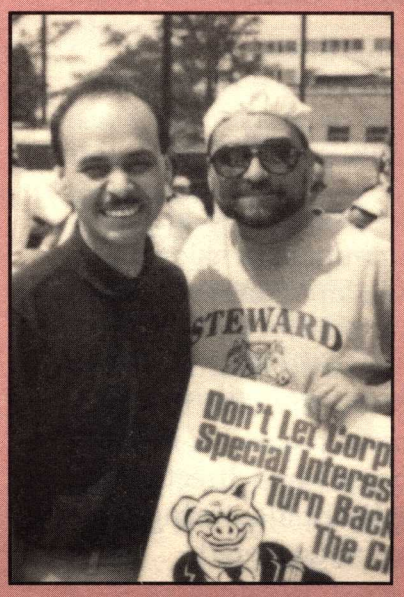
Many times, employers take a hard line on grievances to test the Union's strength. With contracts that obligate the loser to pay the cost of the arbitration, employers are more likely to cave in once they realize that Local 705 is committed to representing our membership and not the employer.

Reform Continues

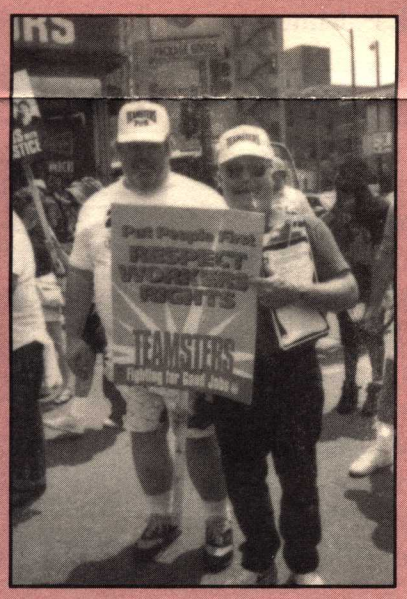
The Local 705 Executive Board has voted unanimously to discontinue the practice of "fleet cars" and, instead, provide a monthly allowance for staff to utilize their personal vehicles. The fleet is high in mileage and needs to be replaced. However, the cost to do that would be approximately $600,000.

Going to the auto allowance system will not only prevent that extravagant expenditure but will also save the Local approximately $75,000 per year from current vehicle maintenance expenses.

Teamster Pride was evident at the Jobs for Justice rally.



UPS driver Manuel (Manny) Lara and Congressman Luis Guttierz at the June rally.



705 Secretary-Treasurer Gerald Zero and President John McCormick enjoy the June 17 rally.

Rally for Jobs and Justice

A June 17 labor rally sponsored by Jobs With Justice started at Chicago's Teamster City. Approximately 1400 Teamsters, (representatives of Locals 705, 142, 726, 743 and 738) took part in the march which moved from Ashland north to Union Park at Lake Street. In addition to union members, the crowd included senior citizens, neighborhood groups, church members and many others from various parts of the city. Speakers included the Reverend Jesse Jackson, Senator Alice Palmer, Senator Jesus Garcia, SEIU Local 73 President Tom Balanoff, Mike Bruton from the Chicago Federation of Labor and Jarvis Williams from SEIU Local 46. With a crowd of approximately 3000, speakers demanded a Bill of Rights for working people which would include affordable healthcare, a safe and healthy workplace, a workplace environment free from harassment as well as a tax system where the wealthy and corporations pay their fair share.

The march was an endorsement of living wage jobs for all. Despite the intense heat, it appeared that everyone in attendance had a great time.

A good time was had by Guy Giovannetti, John Cass, T.J. Schneider and Wally Trakys.

Gerald Zero, Secretary-Treasurer, and Timo Rodriguez, Steward at Pick Fisheries, wait for speeches to begin.

What's going on and what can you do about it?

by Gerald Zero, Secretary-Treasurer

Working people and Unions continue to come under attack in the Illinois General Assembly. Dozens of House and Senate bills have been put forth by enemies of Labor in a clear attempt to lower the standard of living for the working classes. Both large and small businesses would be the beneficiaries of these new and proposed laws.

Bills to repeal Prevailing Wage Act would drastically reduce the wages of construction workers as well as raise construction costs because of delays and costly mistakes made by unskilled workers;

Bills making it illegal for Chicago School District employees to strike and eliminate Public Employee Unions' right to bargain over wages, hours and working conditions, would eliminate fundamental collective bargaining rights;

Another Bill would ***enable prisoners to replace union members in the trades*** by requiring prisoners to construct their own prisons, creating a security threat to both prison personnel and the community as well as stealing Union jobs;

The Structural Work Act which protected the lives and safety of construction workers has already been repealed allowing larger profits to be enjoyed by insurance companies and large corporations;

A bill eliminating employee safeguards against employers releasing sensitive, derogatory or discriminatory information about former employees, and another which limits employees' access to due process will send workers back to the dark ages.

The above legislation has been introduced by lawmakers who know very little about the every day problems facing working people, and sadly enough, they probably don't even care. The politicians introducing these bills are clearly tools of the big corporations who are trying to drain the last drop of blood out of every hard working citizen of this State.

The only sure way of stopping the gouging of working people is to elect working people or others who can sympathize with their plight. This can not be done unless union members register to vote and work hard to get their families and friends out to vote on election day. Union participation in the last statewide election was very weak. Union members must learn to participate in greater numbers at every election in order to protect the benefits and laws that took decades of battles to win.

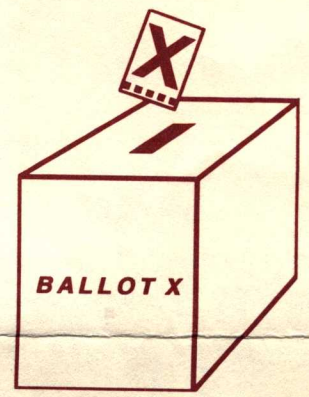
In only a few months, the General Assembly has torn down many of the laws which Labor has fought so hard to obtain, and they have every intention of continuing this destructive process. Workers' Compensation is on top of their list of targets for the fall veto session. Collective Bargaining (maybe even "right-to-work") will be brought up again in the Spring.

Please register!

Please vote!

Please urge your family and friends to do the same!

Let us all vote for people who respect the Union and all working men and women of this State.



Organizing Report

Victories!

Commercial Warehouse
H & M International
Transport
Kraft Foods
Village of Oak Park (Sign Shop)
Wintz (Manteno)

Approximately 6 months ago in a mail ballot election, the Drivers at Wintz voted 38 to 1 to join the ranks of the Teamster Local 705 membership. The company and their team of union busters called foul-play and filed charges with the NLRB against Local 705. The NLRB called for a re-run election and on May 21, an in-person re-election was held where the Drivers, once again, overwhelmingly (33 to 1) chose Local 705 to be their representative.

Additionally, a representational dispute at Wintz in Forest View against the Chicago Truck Drivers' Union (CTDU) was won. Nearly 20 drivers came into Local 705 after CTDU walked away from their representational obligation to the Drivers.

Special Thanks!

We would like to take this opportunity to say thank you to all of our 705 members who have provided assistance with our organizing efforts. The need to organize has never been greater. Today we are faced with multi-million dollar companies, union busting attorneys, politicians and laws that diminish workers' rights. In the last decade, the number of organized Drivers has fallen to 20%. There has never been more truth to the old cliché "in numbers there is strength." If each of our approximately 14,000 Local 705 members talked to one non-union employee about the advantages of unionism, (union members make $100 per week more than non-union members and have dramatically better benefits and job security) we could turn the entire Labor Movement around. Give it some thought!

WANTED:

Volunteer Organizing Committee Members

If you have leads or wish to get involved in the Volunteer Organizing Committee, please contact Carmen Dickinson, Paul DiGrazia, or Frank Fosco at (312) 738-2800.

Let's work together to build Local 705!!!

Did you know...

It is illegal for the company to:

- fire, lay off or punish employees for engaging in union activity;
- threaten or coerce employees in an attempt to influence their vote in Union elections, or ask employees how they intend to vote;
- ask employees whether or not they belong to a union or have signed up for a union;
- tell employees that existing benefits will be discontinued if the Company is unionized;
- threaten to close its doors.

Department of Administration and Education

Local 705 Stewards listen attentively at the May, 1995, Stewards meeting.

Jerry Blitstein from Yellow, listens to the Teamster History.

Steward Andy Westerhoff from Rudoff Express discusses grievances with other Local 705 participants.

Ongoing Staff and Steward's Training

The Local 705 Contract Administration Department has requested that the International conduct initial Staff and Steward Training Seminars.

In June, Locals 705, 726 and 753 sponsored two one-day Steward Training seminars. These sessions were designed primarily as introductory courses and included Labor history, Teamster history and the role of the Teamster Steward in various aspects of membership representation. Local 705 Stewards from the following companies were in attendance: ABF, Airborne, Amoco, APS, Fannie May, Avalon, FBI, Carmichael, Certified, Dearborn Grocers, Emery, Farquar, First Chicago, Great Lakes, Holland, Howard Delivery, Joyce Bros., J.W. Allen, Kraft, L. Neill, Leaseway, Liquid Carbonic, Marina Cartage, Metropolitan Chicago, M&S, Midwest Terminal, Nussbaum, Posen, PTO, Roadway, Rogers, Rudolph, Sexton, Shell Oil, Sibr, Special Services, Thorncreek, Transport Services, UPS, Villages of Bellwood and Elmwood, Wintz and Yellow Freight.

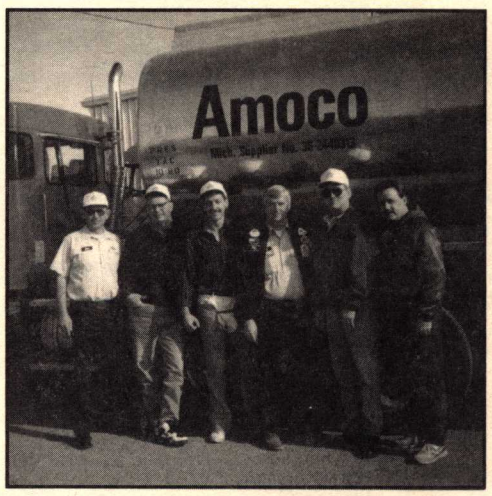
The July seminar dealt with listening to members' concerns, investigating potential grievances, writing a grievance and, finally, obtaining the necessary information to substantiate a grievance. Jo Pressler advised that there are additional Stewards' training sessions tentatively scheduled for September and October, each session progressively more advanced. Pressler said, "Whether or not you see your company listed above as having been represented, encourage your Steward(s) to attend; it's your assurance that you will, at all times, be properly represented and kept updated concerning ongoing issues."

Stewards are not the only group receiving training. Our 705 Union Representatives also were provided training in June and July, both conducted by the IBT. Pressler said "Our commitment to the membership is to provide the best possible representation and we will continue to do whatever is necessary to guarantee that commitment; having well trained Staff and Stewards is an essential ingredient in obtaining that goal."

Hats Off – to Excellence!

Congratulations to Local 705 member Dave LaVeille of Amoco who took first place in the individual competition on May 3 in the Second Annual Detroit vs. Chicago Truck Rodeo.

Two other 705 members, employed by Yellow Freight, participated in the 1995 Illinois Professional Truck Driving Championship on June 3. Tim Marchand won first place in the flatbed class while Chet Radwan took first in the 3-axle class. Both Tim and Chet will be participating in the National Championships in Louisiana later this year.



Dave LeVeille, 705 driver from Amoco, poses in front of his rodeo truck. With Dave, from left to right, are drivers Don Jones (Detroit), Glenn Zavattaro (Chicago), Tim Hoffman (Detroit), Roy Farmer (Detroit) and Rick Romano (Chicago).

Negotiations Update

by Jo Pressler, Administrator

Contract Settlements

Amoco, Shell, Sibr, Avalon, Ashland Chemical, E&L of the Major Oil and Joint Area Tank Agreement and Osco have been settled. We have seen many improvements in these agreements including substantial wage increases, increased Health contributions to maintain the highest level of benefits and for the first time in this industry's history, we have arbitration for final resolution of disputes.

Additionally, agreement has been reached and ratified at the following companies: Noff's North Atlantic, REO Movers, Howard Delivery, Forest Park, Plunnkett Furniture, J.Cotey Inc., Kehe Foods, Action Disposal, A.M.Castle, Alside, Union Express Designers, Joyce Bros. Storage and Boyer-Rosene.

Ongoing Negotiations

Sweeny Oil, Chem Central, Amerigas, PTO, Transport Services, Great Lakes Transport, Trumbull Asphalt, General Foam, Bell Fuels, Wirtz Cartage, A.D. Connors, Schneider, Devon, International Business Interiors, Kraft, Carmichael/ Farqhaur, Overnite, AEI, O'Sullivan, Pick Fisheries, Condor, Nu-Way, Metropolitan, Marina, Leaseway, Hagemaster, Union Van Lines and Morrison.

UPShot

By John McCormick, President

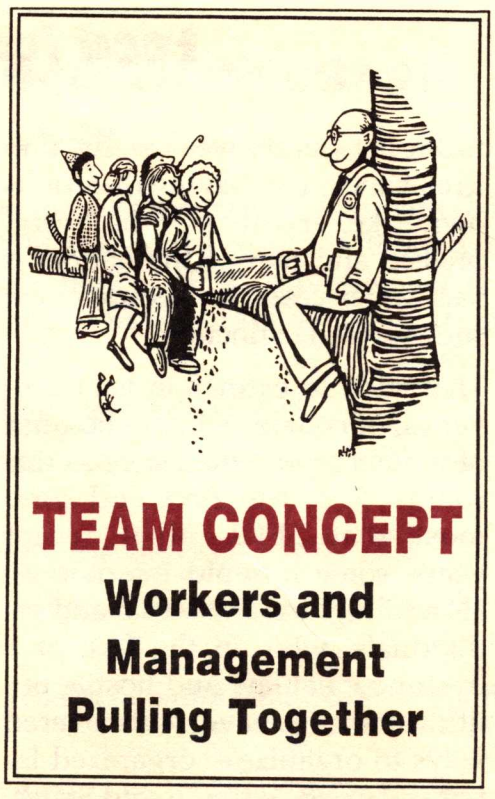
Team Concept

We have sent you previous notices regarding UPS's proposed "Team Concept"; Local 705 continues to do battle over the company's intention to subvert your democratic union process with "teams." Following are only a few of the possible problems this program will cause:

- Co-workers (probably with less seniority) telling co-workers what to do;
- Favoritism instead of seniority; volunteers of the program will receive "special" treatment;
- Company will deal with "Lead Workers" and go around 705 Stewards;
- Legal responsibility will be shifted to 705 members; violations will be the responsibility (and fault) of our members;

At first, "Team Concept" sounded appealing—who wouldn't love to get supervisors off their backs; but how can we be "one big happy family" when the Company continually attacks our rights? Remember, UPS is the company who refused to negotiate a final agreement to protect workers handling over 70-lb. packages; UPS is still trying to limit our right to strike and it's UPS who's trying to get legislation that enables them to choose "employee representatives." Is this a group you're willing to trust?

Local 705 has, and continues to be, adamantly opposed to the "team Concept." Team Concept classifications such as Driver-trainer, Lead-driver, Driver-helper and Hub-trainer are **not** recognized in our current Collective Bargaining Agreement. We encourage you to refuse any participation in this program. The UPS "Team Concept" is designed to give our members all of the responsibility and none of the profit—don't be a part of that plan.



No Requirement to Sign Agreements

Local 705's contract agreement with UPS contains a cryptic clause of which members need to be aware:

Article 6, Section 1. — Extra Contract Agreement

Except as may be otherwise provided in this Agreement, the Employer agrees not to enter into, or attempt to enter into, any agreement or contract with its employees, either individually or collectively, or to require or attempt to require employees to sign any document, either individually or collectively, which in any way conflicts with the provisions of this Agreement. Any such Agreement or document shall be null and void. Any such Agreement or document may not be placed in an employee's file or used by the Employer as a basis for discipline or used in connection with any disciplinary proceeding, nor may any such Agreement or document nor the contents thereof be divulged to any person or entity.

In addition, an employee's refusal to sign a Company form relating to the principle of a fair day's work shall not be used for disciplinary purposes unless the signing is required by law or by this Agreement.

This language means that UPS had the opportunity to attempt to negotiate whatever they needed at the bargaining table and that they have agreed that they will not attempt to urge you to enter into individual agreements with them. We all know that we are required to sign C.O.D. and valuable package information at the end of each day (and we have no problem with that), but we are *not* required to sign agreements that would in any way impose new work hours, new personnel rules or policies, workload standards or any other similar language that would errode the contract.

If you are asked or required to sign anything about which you are uncertain, contact your Steward immediately!

Facelift

Our Auditorium originally housed the offices of the Plasterers' Union, who built it in 1917. After numerous owners, Louis Peick purchased the building for Local 705 at the "bargain basement" price of $50,000. Since that time, very little maintenance has been done to this grand old building and now we find ourselves faced with numerous repairs. The South windows need to be replaced; the bathrooms are in need of major repair; portions of the outside need tuck-pointing; the fire escapes have not been painted since 1974 and are in danger of rusting away; there are currently numerous small leaks in the roof which will only increase in size, number and damage without a new roof; and, an overall interior painting will eliminate the "aged look. Those repairs are beginning immediately with the cost of an air conditioning system being investigated for installation in the near future. While these repairs will be costly, delaying the work will only increase both the cost and the number of repairs that need to be performed.

Funds Update

At the June Health, Welfare and Pension Trustees' meeting, the following benefit changes were approved and will be initiated effective July 1, 1995:

Weekly Sick Benefits	$225 weekly (a raise from $175)
Death Benefis	$24,000 (a raise from $20,000)
Plan "B" Lifetime Limit	$500,000 (a raise from $250,000)

We fully expect to be able to achieve additional increases in your Health and Welfare benefits and will continue to attempt to reach agreement on Pension increases for Freight and Cartage. Trustees for the Union are Gerald Zero, John McCormick, Bob Persak and Jo Pressler.

Food for thought

Excerpt from L.A. Times Writer Harold Meyerson June Speech in Chicago

In the next few years, the Democrats' prospects and the liberal project are both doomed unless there's a massive strengthening of unions. There is no reason to believe the Democrats, or anyone, can arrest the decline of national income with a union movement that comprises just 11% of all private sector workers.

There's no evidence that the Democrats can win elections with union members comprising just 14 percent of the electorate, as they did in last November's network exit polls. Union membership still made a crucial difference in voting behavior. Union household members voted Democratic at a rate 14 percent higher than non-union household members. Among white men, union members voted Democratic at a rate 18 percent higher than their non-union counterparts.

And there's no reason to think the Democrats, or anybody, can amass the forces to lobby successfully for major social change, for the other items on the progressive agenda, with the union movement so diminished in size—as the case of national health insurance makes abundantly clear. Indeed, the party and the nation have reached the point when those forces that promote equitable income growth and security, unions in particular, are too weak to sway the party in some of its most basic policies.

The Democrats have always been the world's preeminent cross-class party. But in a period of rising inequality, at a time of "an orgy of profits" and a scarcity of income, that can become less a blessing than a curse. It was one thing to be the party of millionaire magnate Averill Harriman and labor leader Walter Reuther at a time of shared prosperity, quite another to be the party of millionaire financier Robert Rubin and labor leader Gerry McEntee at a time when we've become the most unequal nation in the industrial world. I'm not suggesting labor leave the Democratic Party; that will merely mean it totes its weaknesses into irrelevance. I am saying that for its own sake, and that of the liberal project, and that of the nation, it had better cease its decades-long slide toward extinction.

That slide to extinction isn't universal, of course. Chiefly because of unions represented here in this room—AFSCME first and foremost, then SEIU and in recent years, some intrepid internationals and regions and locals and individuals, who, in the face of a dysfunctional law and hostile political culture, have rediscovered ways to organize— organized labor still exists in the United States. But its future is by no means assured.

In the last couple months, we've found ourselves in a battle nobody really anticipated for the movement's future. And in the last couple weeks, it's become a battle that holds more promise than many of use who love the movement had dared to hope. I refer, of course, to the battle for presidency of the AFL-CIO.

Now, "battle" and "presidency of the AFL-CIO" are words that haven't often appeared together in the same paragraph. This is not a historically embattled position. In the 109 years since the founding of the AFL, the AFL-CIO and its predecessor organization, the AFL, have had just five presidents—four if you discount the guy who was in for one year in the middle of Sam Gomper's 40-year reign.

So, really, four in 109 years. By way of comparison, in the same 109 years, there have been 21 presidents of the United States.

There have been nine popes, and you know, they don't elect a new pope until they're totally sure the old one is dead.

But just four presidents of the AFL and AFL-CIO. And the truth be known, there have been all manner of reasons for not challenging the incumbents; many unions have decided it's not worth the struggle; they work through the Federation when they can and around it when they can't—unions here tonight have done that. And then, for some of the international presidents (who are, after all, the people who choose the Federation president), the idea of removing a chief executive hasn't always been viewed with wild enthusiasm. Underpinning job security of AFL-CIO presidents has been the most exquisite expression of working class solidarity in the land; an injury to one union president is an injury to all union presidents.

But no more. Last week, 11 union presidents reached the point where they publicly declared that the survival of the movement had to take precedence over folkways of the past, and all praise to presidents Sweeney and Carey and Trumka and Korpious and Bieber and the rest, and above all Gerry McEntee for taking the leadership on this.

Now, is Lane Kirkland the cause of all that's wrong with labor? Of course not, and none of the presidents claim he is. Lane Kirkland is not the cause of labor's many external problems. And within labor, Lane Kirkland has not been keeping member unions from spending more of their own money on organizing or from mobilizing their own rank-and-file in major lobbying drives.

But—

When prominent leaders came to him and asked for major increases in the organizing budget, and to bolster the Organizing Institute, a terrific center of dedicated unionists that's reinventing the culture of organizing, Lane Kirkland said no to the increase, while his henchmen, threatened that the Organizing Institute is actually about the job of organizing while they are not, tried to undermine it at every turn.

And—

When Gerry McEntee asked Kirkland to sanction a campaign, Project 95, to form coalitions with Citizen Action and other grassroots groups in targeted congressional districts for the '96 elections, when it became necessary to put together the institutions of the '30s, the unions, with the institutions of the '60s, the social movement organizations, to have a chance in the battles of the '90s, Kirkland said no.

And—

When the president of the AFL-CIO was touring the former east bloc for the six weeks leading up to the senate vote on striker replacement, and when the leading national spokesperson against NAFTA wasn't the leader of labor but the somewhat problematic Ross Perot—

And—

When the AFL-CIO's own polling shows that a majority of Americans favors workers over management in disputes, but a far smaller majority favors unions over management, when a majority says they are unhappy with their jobs but don't even think about unions as a way to improve them, when a big majority says that unions are out of touch, when the most common word used to describe unions in the AFL-CIO's own focus groups is "dinosaur"—

Then it's time for a change.

And not just dumping Lane Kirkland.

The quickly unfolding fight for the AFL-CIO holds more promise than I would have thought to put through some significant changes, to greatly increase the movement's material and spiritual commitment to organizing, to solidify the movement's ties with the rest of a battered progressive coalition.

And above all perhaps, to give the movement a public presence, a public face, a public voice at a time when the world is a bewildering and frustrating and unfriendly place for millions upon millions of American working people.

Continued on Page 7

Continued from Page 6

So for those of you here tonight from unions that are not among the 11 challengers, I say to you that this is the moment to make your voice heard to your international leadership. This is a one-time only opportunity—and quite possibly the last—to bring this movement back to life.

And without that movement, it's not that the American working people won't receive a perspective on how the world really works. The world is explained to them every day by talk radio. The problem, they're told, is foreigners. The problem is minorities and women. The problem is government.

In his biography of Sidney Hillman, founder of the Amalgamated Clothing Workers, historian Steven Fraser notes that at an earlier juncture in American history, workers were getting similar messages. Of the mid-1930s, he writes, "Many a Polish-American auto worker, Slavic-American steel worker and German-American carpenter listened intently both to the social Catholicism of Father Coughlin and the social democracy of John L. Lewis."

Now, Father Coughlin was the first radio priest, the first radio demagogue, the first radio nativist, the first radio fascist. He has lots of descendants out there today, from Limbaugh to Liddy and back again. But who's the descendent of John L. Lewis? Not George Meany, not Lane Kirkland, that's for sure.

We need a labor movement with a leadership that can deliver that social democratic message. That can talk to the angry white men and angry white women and angry black and Hispanic men and women, and link them together, not play one off the other, in a real campaign for their futures.

Just when you thought elections were over...

Nominations and elections of convention delegates and alternate delegates and International Officers is right around the corner. Although our Local won't really be affected until September of '95, everyone needs to be aware of the upcoming elections for the Leadership of our International Union. Here's a timeline:

- **September, 1995**—Local 705 election plan is due
- **January 1 through March 10, 1996**—Nominations for candidates for delegate and alternate delegates
- **February 20 through April 30, 1996**—Elections
- **July 15-19, 1996**—25th IBT International Convention will be held in Philadelphia, Pa.
- **December of 1996**—Deadline for receipt of ballots to be counted in the International Officer election

Additional information will be provided in upcoming issues.

Attention Movers

Hold Sunday, August 13, for the "kickoff" to organizing the unorganized. Let's bring back the moving industry.

Jo Pressler will be sending each of you a special invitation to this meeting.

Need work or know of openings?

Help Wanted

- If you are CDL qualified—
- If you are reliable—
- If you need work—

Call Sam at (312) 738-2800. During the month of June alone, Local 705's cage referrals have placed 171 drivers as summer replacements.

Approximately 145 "movers" have regained employment as drivers or helpers. Some of those placements have been permanent while others are temporary but recurring. Many of the Nelson Bros. Drivers who recently lost their jobs due to the company going out of business have been placed with other moving companies.

If you know of vacancies, whether it's overflow work, replacement or permanent work, give us a call and let us know. Your assistance will keep our members working.

TEAMSTERS CIVIL RIGHTS CONFERENCE

WASHINGTON, DC ▪ SEPTEMBER 15-17, 1995

The first-ever Teamsters Civil Rights Conference will be held in Washington, D.C., Friday, September 15 through Sunday, September 17.

The conference is sponsored by the International Union's Human Rights Commission, which was established in 1992 by General President Ron Carey to involve all Teamsters in building a stronger union.

This historic event will provide information and strategies to strengthen our union by organizing Teamster members to ...

▪ **Fight discrimination at work, in our communities, and in the union.**

▪ **Stand up for programs that protect workers' rights and guarantee opportunity for *all* working people.**

The conference is open to all Teamster members.

Registration fee: $50

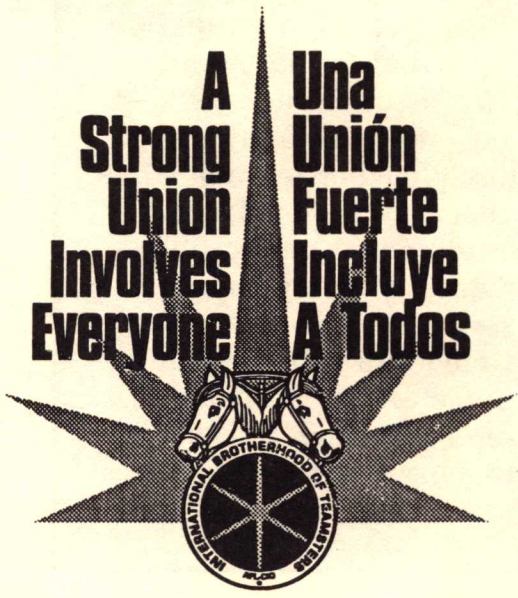
Cost of Hotel: $125 per room per night (up to four people)

To make room reservations, call the Capital Hilton toll-free at 1-800-445-8667.

For information on special airline discounts, call toll free 1-800-IBT-FLY1.

For more information or registration material, contact your Local Union or call the IBT Civil Rights Conference Office at 202-624-8792.

Pre-registration is required. Deadline: August 10.



Inside

Election Results	1
Back-Pay Award	1
Rally for Jobs and Justice	2
Secretary Treasurer's Column	3
Organizing Report	3
Administration and Education	4
UPShot	5
Funds Update	5
Food for Thought	6
International Elections	7
Shop Talk	8

Weingarten rights

The Supreme Court has ruled that an employee is entitled to have a Union Representative present during any interview which may result in his or her discipline. **It is up to you**, the employee, **to insist upon union representation.** If you fail to do so, you may waive your rights.

Suggested Interrogation Rights Statement

"If this discussion could in any way lead to my being disciplined or terminated, or affect my personal working conditions, I respectfully request that my Union steward, business agent or Union officer be present at this meeting. Without representation, I choose not to answer any questions."

Summer Membership Meetings

In accordance with the Local 705 by-laws, the July, August and September meetings will be suspended. The next regularly scheduled general membership meeting will be Sunday, October 15, 1995 at 10:00 a.m. in the Local 705 Auditorium. We look forward to seeing you there and encourage you to keep in touch during the upcoming summer months.

Freedom Still Calls

The 41st annual Freedom Fund Dinner was attended by Local 705 Union Representative Lorelei Anderson as well as the following UPS Stewards: Kelly Blake, Freeman Wilson, Riette Wood, Carla Washington, Rosiland Williams, William Blake and Guadalupe Estrada. The message of gaining equal rights for African-American and Latino communities was delivered by many well known speakers and community leaders which included: Rosetta Daylie, Associate Director of AFSCME Council 31; George J. Morris, Secretary-Treasurer of the Textile Processors Union Local 46 and Robert H. Vaughn, Jr., President of the United Food and Commercial Workers International Union.

Executive Board

GERALD ZERO
Secretary-Treasurer

JOHN B. McCORMICK
President

ED BENESCH
Vice-President

BENNIE JACKSON
Recording Secretary

GREG GALLES
Trustee

STEVEN MATTER
Trustee

MIKE THORNTON
Trustee

Elected Representatives
Lorelei Anderson
Sergio Oceguera
Robert Persak
Steve Poccztowski

Shop Talk

It'ssummer time and the living is easy! It's been several months since our last issue and with summer upon us, our thoughts tend to turn to vacacations and weddings. But while we still have our minds on work, I'd like to take a minute and fill you in on some of the changes since our last talk!

New Faces at old familiar places....

Charlie Teas—Union Rep— represents the members employed by the freight carriers such as Roadway, Yellow, Caroline and Holland Motors.

Mike Marasovich—Union Rep—formerly Union Steward at Roadway (Franklin Park) is co-rep with Charlie Teas at the Freight Carriers.

Bill Kelly—Union Rep—formerly Union Steward at United Parcel Service, now represents UPS members at Bedford Park, Harvey, Westmont and the newly constructed CACH center in Willow Springs.

Saying Good-bye...

We want to wish a happy and healthy retirement to Jefferson Park UPS member John Mackey, as well as Margaret Brier who has worked in the Health & Welfare Department for the past 11 years. Margaret will be spending some of her time basking in the sun in Arizona while we suffer the deep freezes in Chicago. Mario Ricciarelli, who has been in the Pension Department and handing COBRA applications for 8 years, has chosen lazy afternoons swinging in his hammock to hectic afternoons at 705. Go figure!

Adding a year...

..(but we won't mention which year)

Jesse Miranda (6/4), Jim Sylvester (6/5), Bennie Jackson (6/22), T.J. Schneider (6/26), Lorelei Anderson (7/12), Tom Malden (7/20), Jeff Dexter (7/25), Paul DiGrazia, Jr. (8/7), Frank Fosco (8/15), Steve Pocztowski (8/24) and Charlie Teas (8/28).

Tailgaters...

- The "Cage" is still selling Teamster apparel and miscellaneous items with the Local 705 logo, so next time you're in the area, stop by and take a look.
- Local 705 attended the National Football League Players' Association dinner that was sponsored to assist the Better Boys Foundation..

If you have any interesting tidbits you'd like the members to know about (i.e. awards, achievements, tournaments, goings on, etc.) please let us know and we'll try to mention it in the next newsletter!

Have a great summer and we'll talk to you again in the fall.

Teamsters Local 705
1645 West Jackson Blvd.
Chicago, IL 60612

NON-PROFIT
U. S. Postage
PAID
Springfield, IL
Permit #500

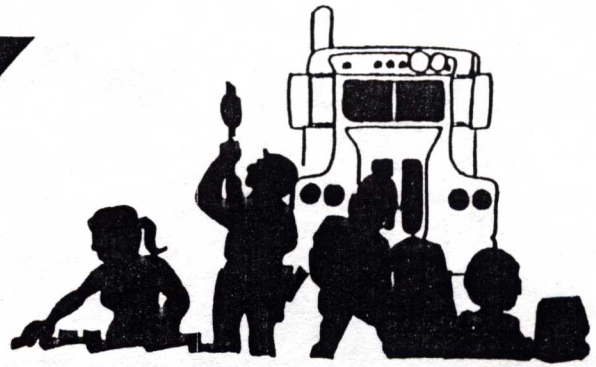
Freight News
Overnite cited for violations.
p. 3

United Parcel
TQM—Whose team is it?
p. 4

Inside Our Union
Rules for delegate elections.
p. 6

Local Union News
Solidarity wins dairy strike.
p.10

TEAMSTER CONVOY DISPATCH



VOICE OF THE TEAMSTER RANK AND FILE SINCE 1975

May 1995 #141

Chicago Local 705

Big Reform Victory

The nerve center of the old guard officialdom is beginning to twitch. That's because the Reformers' Pride slate won a decisive victory in the Local 705 election on April 15. As newly elected secretary-treasurer Gerald Zero noted, "It's a 14,000-member local in the heart of the Midwest, and one that's been an old guard stronghold."

The victory indicates a turnaround in the mood of the large trucking local, where former head Dan Ligurotis carried the local by a two-to-one margin over the Carey slate in the 1991 IBT election.

Ligurotis was banned from the union in 1993 for embezzlement of union funds. The local was placed in trusteeship by the International in June 1993.

Even Hoffa Junior, who travelled to Chicago on two occasions to personally campaign for the Real Teamsters slate, could not derail the members' belief that reform is the way to go. In fact, several 705 members report that Hoffa was no help at all to the old guard faction.

Local 705 has some 6,000 freight and cartage workers and 7,000 UPS Teamsters, along with smaller units in tank haul, movers, and other shops. The victory could prove an inspiration to reform-minded Teamsters in other Chicagoland locals.

When asked about plans for the future, Zero named a few goals. They include a bylaws reform to provide for election of stewards, improving pensions (especially for freight members), making the hospitalization plan more accessible for outlying members, and bringing officers' salaries into line. The salary for principal officer, which was $225,000, will come down to $80,000 or $85,000, Zero noted.

Very few of the 20 business agents will be from the old regime. Most were let go during the trusteeship, and four more were let go following the recent vote.

The contest was between the Reformers' Pride and the Real Teamsters, but there were two other slates in the April election. One pro-Carey slate was headed by VP Leroy Ellis.